



Australian Bureau of Statistics

6226.0 - Participation, Job Search and Mobility, Australia, February 2015

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Summary

Key findings

KEY FINDINGS

PARTICIPATION POTENTIAL

In February 2015, the Participation, Job Search and Mobility (PJSM) Survey estimated that of the civilian population aged 15 years and over 6.3 million persons were not in the labour force, 835,900 were unemployed and 11.7 million persons were employed.

Of the 6.3 million persons not in the labour force:

- 3.7 million (59%) were females;
- 1.3 million wanted to work (23% of females and 18% of males); and
- 15% were aged 15–24 years, 40% were aged 25–64 years and 45% were aged 65 years and over. (Table 15)

Of the 835,900 unemployed persons:

- 444,600 (53%) were males;
- 217,200 persons had been looking for work for 1 year or more; and
- 21% were aged 25-34. (Table 22)

Of the 11.7 million employed persons:

- 10.6 million (91%) were fully employed; and
- 1 million were underemployed. (Table 40)

Of the 1 million underemployed workers:

- 960,700 persons usually worked part-time, but would prefer more hours and were available to start work with more hours either in the reference week, or in the four weeks following the interview; and
- 75,100 usually worked full-time, but worked part-time hours in the reference week due to economic reasons (for example no work or not enough work available, been stood down). (Tables 2 to 4)

JOB SEARCH

Of the 835,900 unemployed persons who looked for work in the reference period:

- 53% were males and 47% females;
- 57% looked for both full-time and part-time work;
- 12% looked for full-time work only; and
- 31% looked for part-time work only. (Table 22)

There were 2.1 million job starters (employed persons who had started their current job in the previous 12 months). Of these job starters:

- 371,700 looked at advertisements for jobs on the internet, in a newspaper or on noticeboards;
- 321,000 wrote, phoned or applied in person to an employer for work; and
- 277,400 answered an advertisement for a job on the internet, in a newspaper or on noticeboards. (Table 28)

LABOUR MOBILITY

Of the 2.1 million persons working at February 2015 who had worked for their current employer/business for less than 12 months, 923,700 persons changed employer/business in the last 12 months. In addition to changing their employer/business:

- 57% changed industry Division;
- 47% changed Major occupation group; and
- 72% changed their usual weekly hours worked. (Table 30 & 32)

There were 9.6 million persons working at February 2015 who had been with their current employer/business for more than one year. Of these persons:

- 80% were employees of whom 6.3 million had paid leave entitlements;
- 69% usually worked 35 or more hours per week;
- 24% were professionals; and
- 13% worked in the Health care and social assistance industry Division. (Table 32 & 34)

Participation Potential

PARTICIPATION POTENTIAL

Labour force participation includes those persons of working-age in an economy who in the reference period are:

- employed; or
- unemployed but actively looking for a job and available to start.

By analysing the characteristics of those persons not participating in the labour force it can provide insights into Australia's potential labour force. This section analyses persons not in the labour force that are marginally attached, not marginally attached, discouraged job

seekers, and employed persons that are underemployed and would like additional hours.

PERSONS NOT IN THE LABOUR FORCE

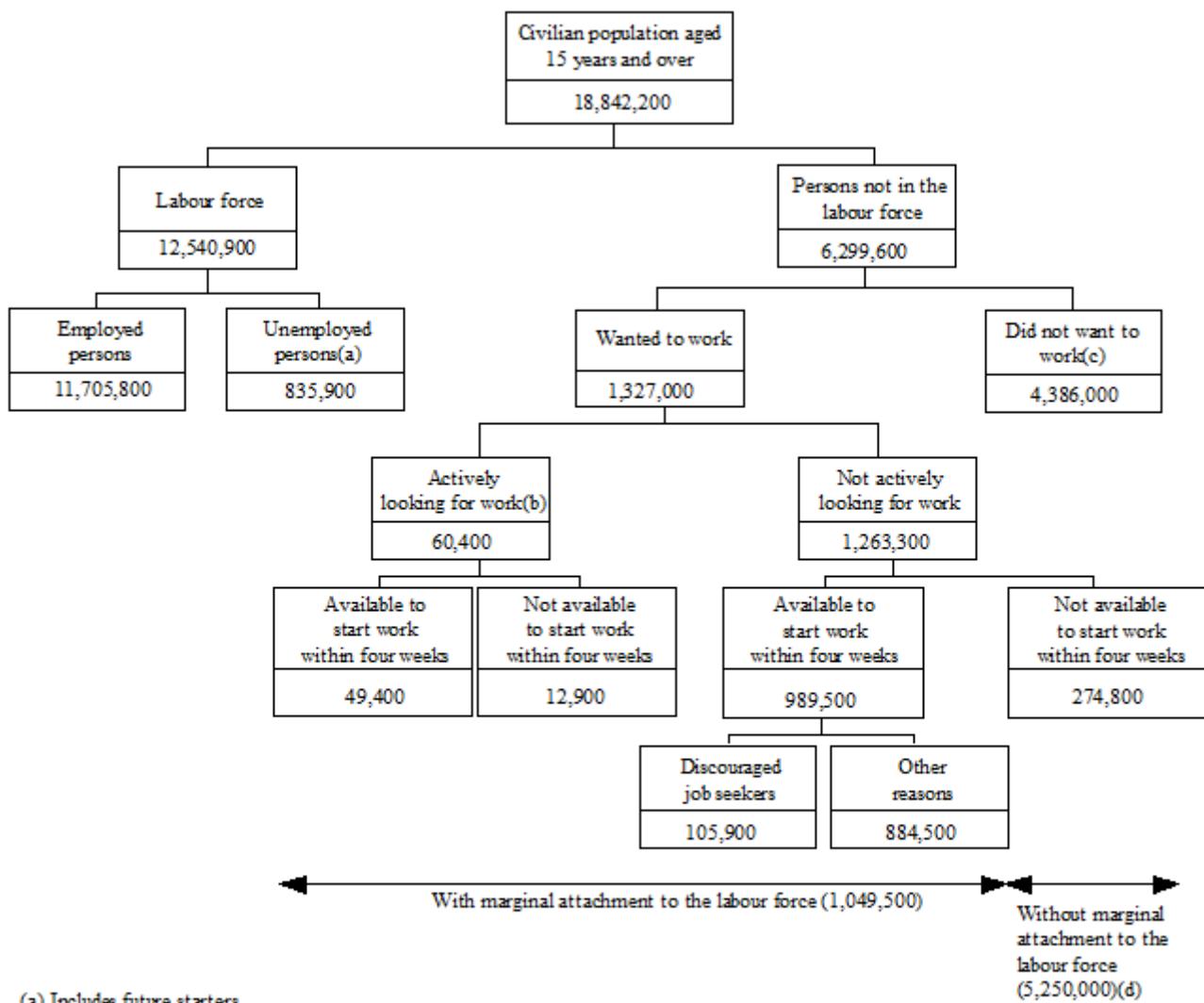
The persons not in the labour force framework below classifies persons aged 15 and over, who can be divided into those who are marginally attached to the labour force, and those who are not. Persons who are marginally attached to the labour force satisfy some, but not all, of the criteria required to be classified as unemployed.

Persons not in the labour force are considered to be marginally attached to the labour force if they:

- wanted to work and were actively looking for work (but, unlike unemployed persons, were not available to start work in the reference week); or
- wanted to work and were not actively looking for work but were available to start work within four weeks.

Persons not in the labour force are not marginally attached to the labour force if they:

- did not want to work; or
- wanted to work but were not actively looking for work and were not available to start work within four weeks.



(a) Includes future starters.

(b) Refers to persons who were actively looking for work, but were not available to start work in the reference week.

(c) Includes persons who 'Did not know'.

(d) Includes persons who were permanently unable to work.

The main activity reported for those not in the labour force varied by age. The main activity for those aged 15–24 years was attending an educational institution (12%), while for those 65 years and over, it was retired (32%). Across the other age groups (25 to 64 years), the most common main activity for males was own long term health condition or disability (12%). For females in the same age bracket, the most common main activity was home duties (15%). (Table 9)

MARGINALLY ATTACHED TO THE LABOUR FORCE

In February 2015, there were 1 million persons with marginal attachment to the labour force, 17% of those not in the labour force.

Of those with marginal attachment to the labour force:

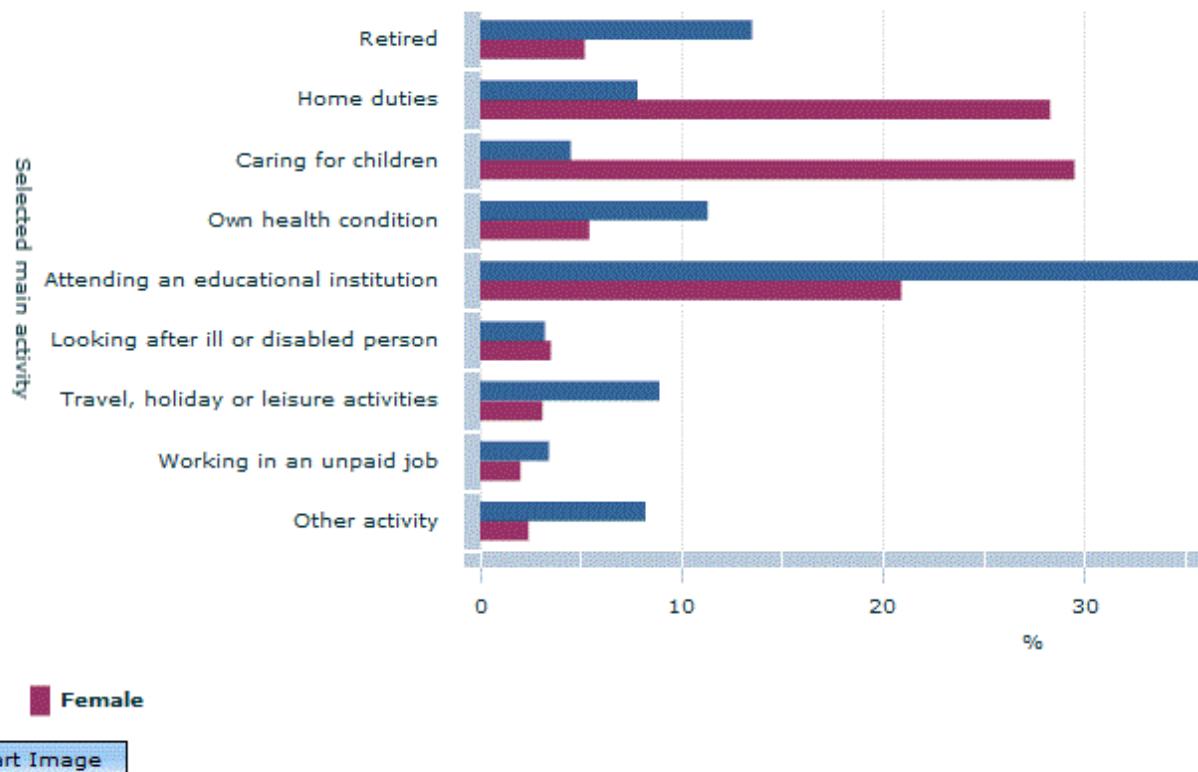
- 64% were females;
- 94% were not actively looking for work, but were available to start work within four weeks;
- 31% were aged 15–24 years; and
- 22% had never had a job. (Table 10 & 11)

There were 825,100 persons with marginal attachment to the labour force who had worked before. Of these, 283,900 (34%) persons had worked less than 12 months ago, and a

further 188,300 (23%) had worked one to two years ago.

The graph below outlines the main activity of persons with marginal attachment to the labour force. This shows there were 286,700 (27%) attending an educational institution, followed by 218,300 persons on home duties and 215,700 persons caring for children (both 21%). (Table 11)

PERSONS WITH MARGINAL ATTACHMENT, Selected main activity when not in the labour force-By sex, 2015



[Save Chart Image](#)

Australian Bureau of Statistics

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Source(s): PERSONS WITH MARGINAL ATTACHMENT, Selected main activity when not in the labour force-By sex, 2015-6226_0_FEB_2015_GRAPH_1

The number of persons who were marginally attached to the labour force but not actively looking for work and available to start work within four weeks, increased from 935,100 in 2014 to 989,500 in 2015. Of these persons, 761,100 indicated that they intended to, or might enter the labour force in the next 12 months. Of these:

- 64% were females;
- 10% were discouraged job seekers; and
- 10% had a job to go to. (Table 12)

WITHOUT MARGINAL ATTACHMENT TO THE LABOUR FORCE

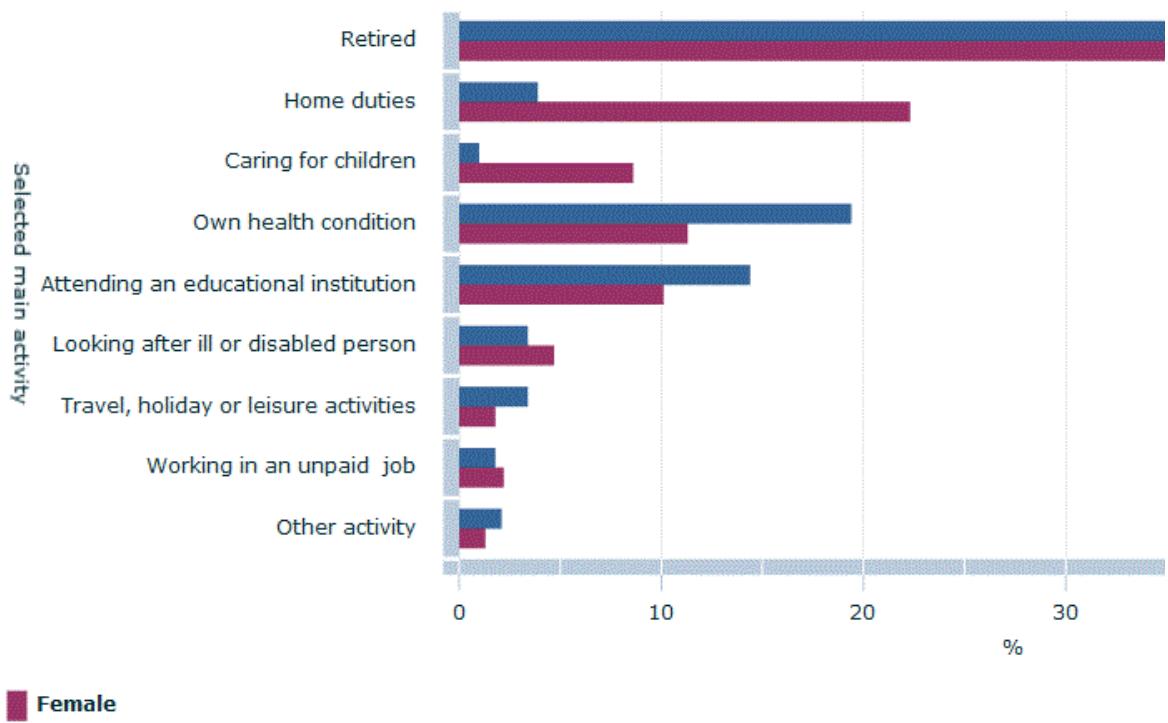
There were 5.3 million persons aged 15 years and over without marginal attachment to the labour force. Of these:

- 59% were females;
- 52% were aged 65 years and over;
- 15% had never had a job;

- 84% reported that they did not want to work, or did not know if they wanted to work;
- 5% wanted to work but were not actively looking for work and were not available to start work within four weeks; and
- 11% were permanently unable to work. (Table 1 & 15)

Persons without marginal attachment to the labour force were predominantly made up of those who were retired (44%) as seen in the graph below. Followed by persons with an own health condition (15%), on home duties (13%) and attending an educational institution (12%). (Table 15)

PERSONS WITHOUT MARGINAL ATTACHMENT, Selected main activity when not in the labour force-By sex, 2015



[Save Chart Image](#)

Australian Bureau of Statistics

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Source(s): PERSONS WITHOUT MARGINAL ATTACHMENT, Selected main activity when not in the labour force-By sex, 2015-6226_0_FEB_2015_GRAPH_2

DISCOURAGED JOB SEEKERS

Discouraged job seekers are those persons with marginal attachment to the labour force who wanted to work and were available to start work within the next four weeks but whose main reason for not actively looking for work was that they believed they would not find a job for any of the following reasons:

- considered to be too young or too old by employers (27%);
- believes ill health or disability discourages employers (7%);
- lacked necessary schooling, training, skills or experience (14%);
- difficulties because of language or ethnic background (6%);
- no jobs in their locality or line of work or no jobs at all (29%); or
- no jobs in suitable hours (15%).

There were 105,900 discouraged job seekers, of whom 55% were females.

Other selected characteristics of discouraged job seekers included:

- 16% never had a job;
- 71% intended to or might enter the labour force in the next 12 months, while 26% did not intend to enter the labour force in the next 12 months; and
- 34% were not currently looking for work but had looked for work in the previous 12 months. (Table 14)

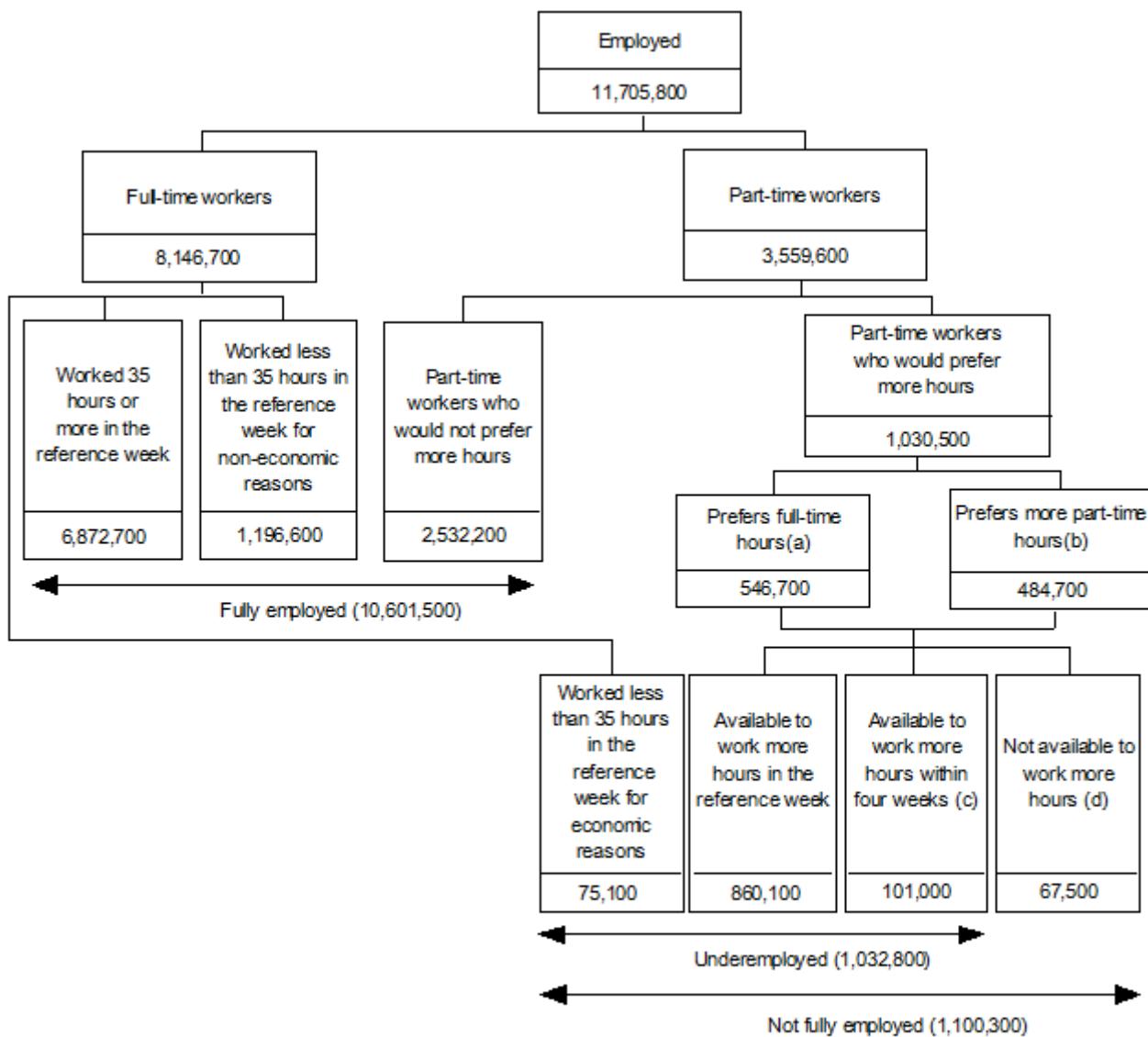
UNDEREMPLOYED WORKERS

The ABS conceptual framework below for underemployment separates employed persons into two mutually exclusive groups:

- workers who are considered to be fully employed, comprising:
 - employed persons who worked full-time during the reference week (including persons who usually work part-time);
 - employed persons who usually work full-time but worked part-time in the reference week for non-economic reasons (including illness or injury, leave, holiday or flexitime, and personal reasons); and
 - part-time workers (who usually work part-time and did so in the reference week) who would not prefer additional hours of work.
- workers who are not fully employed, comprising:
 - part-time workers who would prefer to work more hours; and
 - full-time workers who worked part-time in the reference week for economic reasons (such as being stood down or insufficient work being available).

The conceptual framework further defines workers who are underemployed, comprising:

- part-time workers who would prefer to work more hours and were available to start work with more hours, either in the reference week or in the four weeks following the survey; and
- full-time workers who worked part-time hours in the reference week for economic reasons (such as being stood down or insufficient work being available).



(a) Total number of hours preferred to work each week are 35 hours or more.

(b) Total number of hours preferred to work each week are between 1 to 34 hours.

(c) Available within four weeks but not in the reference week.

(d) Availability refers to 'in the reference week or within four weeks'.

PART-TIME WORKERS WHO WOULD PREFER MORE HOURS

There were 3.6 million part-time workers, of whom 70% were females. Over a quarter (29%) of all part-time workers stated they would prefer to work more hours, an increase from 26% in February 2014.

Of the 1 million part-time workers who would prefer more hours:

- 61% were females;
- 53% would prefer to work full-time;
- 93% were available to start work with more hours;
- 49% would prefer to change employer in order to work more hours; and
- 42% would prefer to work an extra 10–19 hours each week. (Table 3)

UNDEREMPLOYED PART-TIME WORKERS

There were 960,700 underemployed part-time workers in February 2015, of whom 61% were female. Almost a quarter (23%) of underemployed part-time males and 15% of females reported that they would move interstate if offered a suitable job.

33% of underemployed part-time workers aged 15–19 had experienced insufficient work for one year or more. This compared to 55% aged 45–54 and 63% aged 55 years and over.

The most commonly reported steps taken to look for work or more hours, in the last four weeks, by underemployed part-time workers, were:

- looked at advertisements for jobs on the Internet in a newspaper or on noticeboards (41%);
- wrote, phoned or applied in person to an employer for work (34%); and
- asked current employer for more work (33%). (Table 7)

The most commonly reported difficulty in finding work¹ for underemployed part-time workers were:

- too many applicants for available jobs (18%);
- no vacancies in line of work (13%); and
- insufficient work experience (13%). (Table 7)

There were 62,900 underemployed part-time workers who did not have any difficulties in finding work and a further 470,100 who did not look for work or more hours.

The preferred number of extra hours of underemployed part-time workers varied with the number of hours they usually worked, as seen in the graph below. Approximately 66% of those who usually worked less than 10 hours a week preferred to work 10 or more extra hours per week.

Graph Image for UNDEREMPLOYED PART-TIME WORKERS, Preferred number of extra hours-By usual number of hours worked, 2015

Source(s): UNDEREMPLOYED PART-TIME WORKERS, Preferred number of extra hours-By usual number of hours worked, 2015-6226_0_FEB_2015_GRAPH_3

The mean preferred number of extra hours per week for underemployed part-time workers was 14.6 hours. The mean preferred number of extra hours was lowest for persons aged 15–19 years (12.7 hours), and highest for those aged 25–34 years (16.5 hours). On average, males preferred to work an extra 16.6 hours per week, compared with females who preferred to work an extra 13.4 hours per week. Males preferred more hours than females in all age groups. (Table 8)

End Note:

1. Reported difficulties in finding work refer to respondents perception in the reasons for not being able to find work.

Job Search

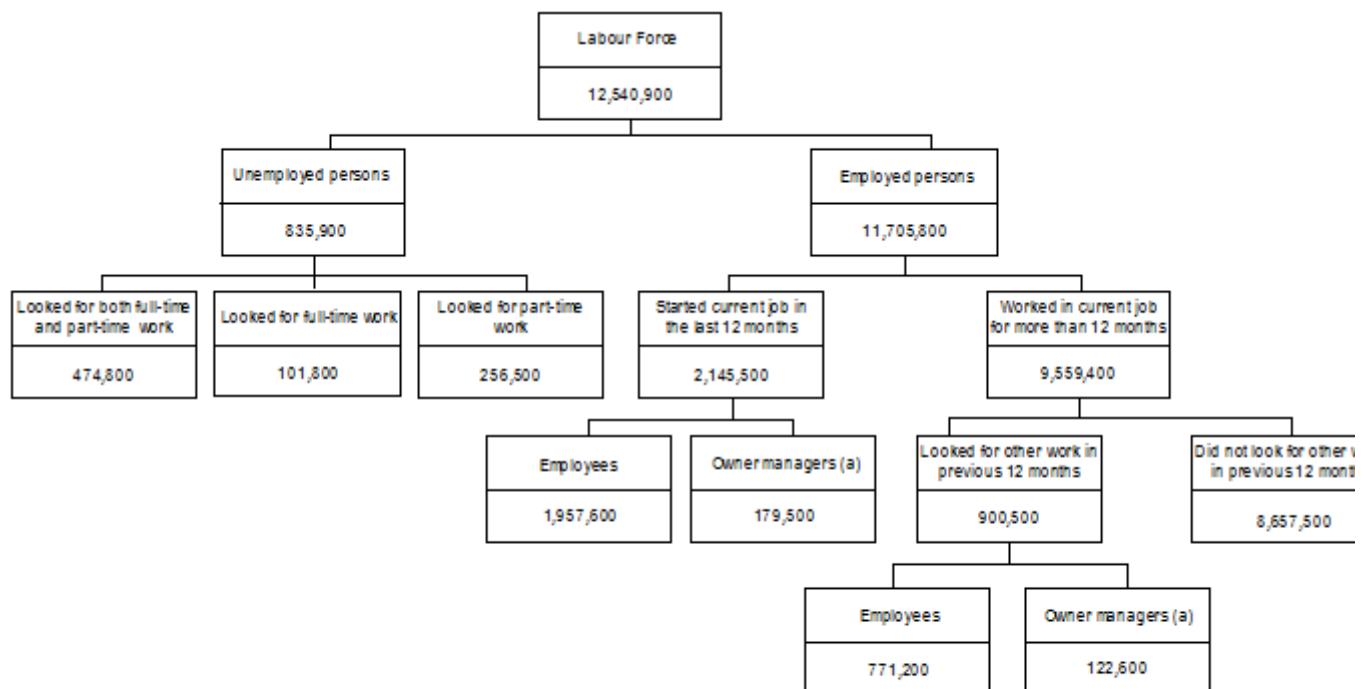
JOB SEARCH EXPERIENCE

The Job Search Experience (JSE) topic presents information about the experiences of

unemployed persons in seeking work, in terms of the steps they have taken to find work and the difficulties they encountered. JSE also provides information about employed persons who started their current job in the previous 12 months and the steps they took to look for work or more hours.

The framework below contains information on three mutually exclusive groups:

- unemployed persons;
- employed persons who started their current job in the previous 12 months; and
- persons employed for more than a year in their current job who looked for work in the previous 12 months.



(a) Includes owner managers of incorporated and unincorporated enterprises.

UNEMPLOYED PERSONS

Almost three quarters (74%) of unemployed persons in February 2015 had been looking for work for less than one year. A further 15% had been looking for work for between 1 and less than 2 years, and the remaining 11% had been looking for work for 2 years or more.

The most commonly reported main difficulties¹ in finding work for unemployed persons looking for less than 1 year were:

- too many applicants for available jobs 20%;
- no vacancies in line of work 10%; and
- no vacancies at all 8%. (Table 26)

The most commonly reported main difficulties¹ in finding work for unemployed persons looking for 1 year or more were:

- too many applicants for available jobs 20%;
- insufficient work experience 13%; and

- own ill health or disability 12%. (Table 26)

Of unemployed persons 11% did not have any difficulty in finding work.

The most common steps taken to find work reported by unemployed persons were:

- looked at advertisements for jobs on the Internet, in a newspaper or on noticeboards 88%;
- wrote, phoned or applied in person to an employer for work 84%;
- answered an advertisement for a job on the Internet, in a newspaper or on noticeboards 72%; and
- contacted friends or relatives 54%. (Table 21)

Over one third (38%) of unemployed persons were aged 15–24 years compared to 23% aged 45 years and over.

Other characteristics of unemployed persons were:

- 13% had at least one offer of employment in their current period of unemployment;
- 17% had never worked before; and
- 87% had not received a job offer. (Table 27)

EMPLOYED PERSONS WHO STARTED THEIR CURRENT JOB IN THE PREVIOUS 12 MONTHS

There were 2.1 million job starters (employed persons who started their current job in the previous 12 months). Of these, 91% were employees, 3% were owner managers of incorporated enterprises and 6% were owner managers of unincorporated enterprises.

Of employee job starters:

- 53% were males;
- 58% were full-time workers, of whom 63% were males; and
- 19% were Professionals. 23% of males were Technicians and trades workers, while 22% of females were Professionals. (Table 28)

PERSONS EMPLOYED FOR MORE THAN A YEAR IN THEIR CURRENT JOB AND LOOKED FOR WORK

There were 900,500 persons employed for more than a year in their current job who looked for work in the previous 12 months. Of these:

- 48% were full-time workers;
- 25% were aged 25–34 years;
- 86% were employees; and
- 10% checked or registered with a Job Services Australia provider. (Table 29)

The most common reasons for looking for other work while still employed were:

- wanted better pay (45%) (48% for males and 42% for females);
- wanted more hours for 51% of those aged 15–24 years; and
- wanted better conditions/flexibility/work life balance 28%. (Table 29)

The most common steps taken to look for work or more hours were:

- looked at advertisements for jobs on the Internet, in a newspaper or on noticeboards (79%);
- wrote, phoned or applied in person to an employer for work (65%); and
- answered an advertisement for a job on the Internet, in a newspaper or on noticeboards (56%). (Table 29)

End Note: 1. Reported difficulties in finding work refer to respondents perception in the reasons for not being able to find work.

Labour Mobility

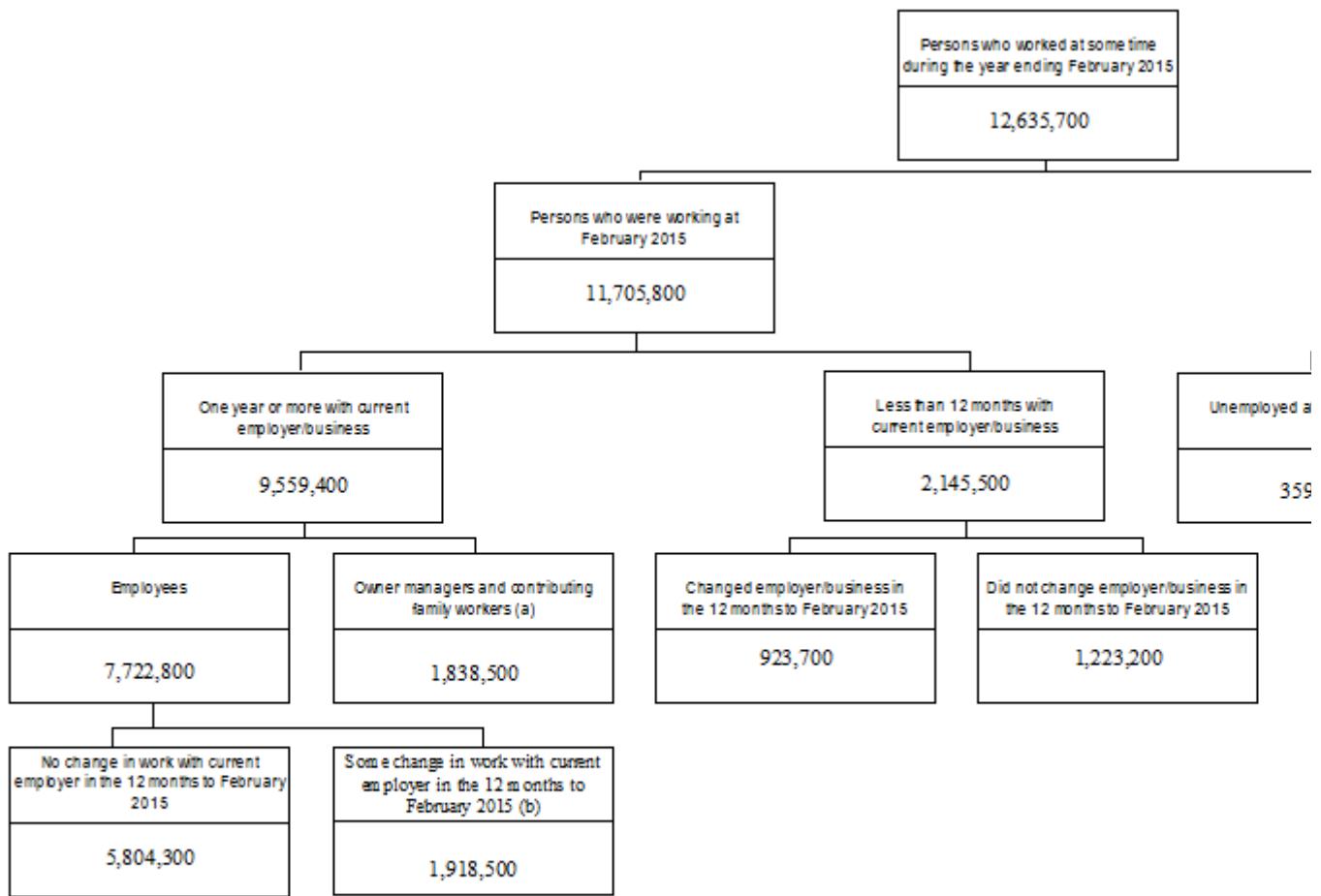
LABOUR MOBILITY

Persons who worked at February 2015, who had been with their current employer/business for less than 12 months, were asked whether they had changed their employer/business in the previous 12 months. Those who had changed employer/business were then asked if they had changed their occupation, or industry, or usual hours worked, between their last and current employer/business.

Those employees who had worked for their current employer for one year or more were asked whether they had been promoted, and/or transferred to a different position, and/or changed occupation, and/or changed usual hours worked in the 12 months to February 2015.

Information was also collected from persons who were not working who ceased a job in the previous 12 months.

The framework below only includes those persons aged 15 years and over who worked at some time during the year ending February 2015. These were classified according to the duration of their employment with their current employer/business.



(a) Includes owner managers of incorporated and unincorporated enterprises.

(b) Either promoted, transferred to a different position, changed usual hours or changed occupation.

PERSONS WITH THEIR CURRENT EMPLOYER/BUSINESS FOR LESS THAN 12 MONTHS

There were 2.1 million persons who had been with their current employer for less than 12 months. Of these:

- 91% were employees of whom 52% had paid leave entitlements;
- 18% were professionals and 15% were technicians and trade workers;
- 13% worked in the accommodation and food services industry and 12% worked in the retail trade industry;
- 44% usually worked less than 35 hours each week; and
- 43% changed their employer business in the previous 12 months. (Table 33)

Of the 923,700 persons who had changed their employer/business in the last 12 months:

- 57% had changed their industry Division;
- 47% changed their major occupation group;
- 72% changed their usual hours worked; and
- 35% were aged 25–34. (Table 33)

PERSONS WITH THEIR CURRENT EMPLOYER/BUSINESS FOR ONE YEAR OR MORE

There were 9.6 million persons who had been working for the same employer/business for one year or more. Of these:

- 24% were professionals and 15% were technicians and trade workers;
- 13% worked in the healthcare and social assistance industry and 10% worked in the retail trade industry;
- 69% usually worked more than 34 hours each week; and
- 81% were employees of which 25% had some change in their work in the previous 12 months. (Table 37)

Of the 7.7 million employees who had been with their current employer for one year or more:

- 12% had a change in their usual hours worked;
- 82% had paid leave entitlements;
- 11% were promoted in the last 12 months;
- 11% were transferred in the last 12 months; and
- 24% were aged 25–34 and 23% were aged 35–44. (Table 33)

There were 3.1 million persons who had been with their current employer/business for 10 years or more (1.8 million males and 1.3 million females).

PERSONS WHO CEASED A JOB DURING THE YEAR ENDING FEBRUARY 2015

Of those who worked at some time during the year (12.6 million) 15% ceased a job during the year. Over half of these persons (1.1 million) left their last job for voluntary reasons, and the remaining 722,900 left their last job involuntarily.

Of those persons who voluntarily left a job during the year, 30% had been working in that job for less than 12 months. For these persons, the most common reason for ceasing their job was to obtain a better job or conditions/just wanted a change (31%), followed by unsatisfactory work arrangements, pay or hours (27%).

For persons whose previous job duration was one year or more, the most common reason for leaving (34%) was to obtain a better job or conditions/just wanted a change (41% for males and 29% for females). Family reasons: marry/children/look after others/have holiday/moved house/spouse transferred (20%) was the next most common reason (9% for males and 29% for females).

Almost half (48%) of persons who involuntarily lost a job during the year were retrenched. The next most common reason for persons involuntarily ceasing their last job was job ended, was temporary or seasonal (36%).

Approximately half (49%) of persons who ceased a job in the last 12 months were working at February 2015. (Table 19)

About this Release

This survey will inform on the following broad labour market issues - Labour force participation potential, underemployment and marginal attachment, as well as job search experience and labour mobility.

This information can be cross classified by characteristics such as duration of job search, last job details, hours worked, industry and occupation as well as personal characteristics.

History of Changes

This document was added or updated on 23/03/2018.

23/03/2018

Datacube 30: LABOUR MOBILITY: EMPLOYED PERSONS, Time series - contained incorrect data and has been temporarily removed.

Explanatory Notes

Explanatory Notes

EXPLANATORY NOTES

INTRODUCTION

1 The statistics in this release were compiled from the Participation, Job Search and Mobility (PJSM) survey conducted throughout Australia in February 2015, as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS).

2 The PJSM survey combines questions from the previous Persons Not In the Labour Force (PNILF), Underemployed Workers (UEW) and Job Search Experience (JSE) surveys that were conducted throughout Australia in February 2014, as well as the Labour Mobility (LMOB) survey which was conducted throughout Australia in February 2013.

3 Information about survey design, scope, coverage and population benchmarks relevant to the monthly LFS, which also applies to supplementary surveys, can be found in the publication Labour Force, Australia (cat. no. 6202.0).

CONCEPTS, SOURCES AND METHODS

4 The conceptual frameworks used in the monthly LFS align closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts and structure of Australia's labour force statistics, and the sources and methods used in compiling these estimates, are presented in Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001).

LABOUR FORCE SURVEY SCOPE

5 The scope of the LFS is restricted to persons aged 15 years and over and excludes the following persons:

- members of the permanent defence forces;
- certain diplomatic personnel of overseas governments, customarily excluded from the Census and estimated populations;

- short term overseas residents in Australia; and
- members of non-Australian defence forces (and their dependants).

PARTICIPATION JOB SEARCH AND MOBILITY SCOPE

6 In addition to the LFS scope exclusions, PJSM also excludes students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for persons with disabilities), and inmates of prisons.

7 PJSM was conducted in both urban and rural areas in all states and territories, but excluded persons living in Aboriginal and Torres Strait Islander communities in very remote parts of Australia.

COVERAGE

8 The estimates in this publication relate to persons covered by the survey in February 2015. In the LFS, coverage rules are applied, which aim to ensure that each person is associated with only one household, and hence has only one chance of selection in the survey. See Labour Force, Australia (cat. no. 6202.0) for more details.

SAMPLE SIZE

9 Supplementary surveys are not always conducted on the full LFS sample. Since August 1994 the sample for supplementary surveys has been restricted to no more than seven-eighths of the LFS sample.

10 This survey is based on the sample introduced after the 2011 Australian Census of Population and Housing. For more information, see the Article in the May 2013 issue of Labour Force, Australia (cat. no. 6202.0).

RELIABILITY OF THE ESTIMATES

11 Estimates in this publication are subject to sampling and non-sampling errors:

- Sampling error is the difference between the published estimate and the value that would have been produced if all dwellings had been included in the survey. For more information, see the Technical Note.
- Non-sampling errors are inaccuracies that occur because of imperfections in reporting by respondents and interviewers, and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and effective processing procedures.

SEASONALITY

12 The estimates are based on information collected in the survey month (February) and, due to seasonality, may not be representative of other months of the year.

CLASSIFICATIONS USED

13 Country of birth data are classified according to the Standard Australian Classification of Countries (SACC), 2011 (cat. no. 1269.0).

14 Occupation data are classified according to ANZSCO - Australian and New Zealand Standard Classification of Occupations, 2013, Version 1.2 (cat. no. 1220.0).

15 Industry data are classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (Revision 2.0) (cat. no. 1292.0).

NOTES ON ESTIMATES

16 To minimise the risk of identifying individuals in aggregate statistics, a technique is used to randomly adjust cell values. This technique is called perturbation. Perturbation involves small random adjustment of the statistics and is considered the most satisfactory technique for avoiding the release of information that could identify individual survey respondents while maximising the range of information that can be released. These adjustments have a negligible impact on the underlying pattern of the statistics. After perturbation, a given published cell value will be consistent across all tables. However, adding up cell values to derive a total will not necessarily give the same result as published totals.

COMPARABILITY OF TIME SERIES

17 The LFS estimates and estimates from the supplementary surveys, (eg PJSM) are calculated in such a way as to sum to the independent estimates of the civilian population aged 15 years and over (population benchmarks). These population benchmarks are updated quarterly based on Estimated Resident Population (ERP) data. Generally, revisions are made to population benchmarks for the LFS following the final rebasing of population estimates to the latest five-yearly Census of Population and Housing, or when the need arises. However, the estimates from previous supplementary surveys are not normally revised to reflect the latest benchmarks.

18 From January 2014, Labour Force Estimates have been compiled using population benchmarks based on the 2011 Census of Population and Housing. At the time of publication, this issue's estimates are broadly comparable with the published labour force estimates for February 2015.

19 Changes to the LFS population benchmarks impact primarily on the magnitude of the Labour Force Survey estimates (i.e. employment and unemployment) that are directly related to the underlying size of the population. For more details on population benchmarks, see the Explanatory Notes in Labour Force, Australia (cat. no. 6202.0), and for details about the revisions made, see the article in the January 2014 issue of Labour Force, Australia (cat. no. 6202.0) and the article in the November 2012 issue of Labour Force, Australia (cat. no. 6202.0).

20 Caution should be exercised when comparing results from the 2015 PJSM to previous PNILF, UEW, JSE and LMOB surveys as the populations used in each may not be directly comparable.

COMPARABILITY WITH PREVIOUS SURVEYS

21 Care should be taken when comparing the estimates from PJSM with previous years topics as PNILF and UEW were previously collected in September, JSE in July and LMOB was collected in February. Collection of data from this combined survey was undertaken in February.

Persons Not In the Labour Force

22 PNILF was first conducted in May 1975 and again in May 1977. From 1979 to 1987 the

survey was collected twice a year (March and September). From 1988 to 2013 it was conducted annually in September.

23 Results of previous surveys were published in Persons Not in the Labour Force, Australia (cat. no. 6220.0); and the standard data service Persons Not in the Labour Force, Australia (cat. no. 6220.0.40.001) for 1994 and 1995 (available in hardcopy only).

24 For more information on the history of changes to PNILF, see the Explanatory Notes (cat. no. 6220.0).

Underemployed Workers

25 UEW was conducted in May 1985, 1988 and 1991. In 1994, the survey became an annual survey and until 2013 was collected each September.

26 Results of previous surveys were published in Underemployed Workers, Australia (cat. no. 6265.0); and the standard data service Underemployed Workers, Australia (cat. no. 6265.0.40.001) for 1994 and 1995.

27 For more information on the history of changes to UEW, see the Explanatory Notes (cat. no. 6265.0).

Job Search Experience

28 JSE was conducted annually in July from 2002 to 2013. Results of similar surveys on the job search experience of unemployed persons conducted in July 1984, July 1985, June 1986, July 1988, July 1990, June 1991, and annually from July 1992 to July 2001 were published in various issues of Job Search Experience of Unemployed Persons, Australia (cat. no. 6222.0).

29 Information on persons who had started work for an employer for wages or salary during the 12 months up to the end of the reference week was collected in June 1986 and two-yearly from July 1990 to July 2000 and was published in Successful and Unsuccessful Job Search Experience, Australia (cat. no. 6245.0).

30 For more information on the history of changes to JSE, see the Explanatory Notes (cat. no. 6222.0).

Labour Mobility

31 Similar surveys were conducted in November 1972, February 1975, February 1976, annually from February 1979 to February 1992 and biennially from February 1994 to February 2012 and most recently in February 2013.

32 Results of previous surveys were published in Labour Mobility, Australia (cat. no. 6209.0).

33 For more information on the history of changes to LMOB, see the Explanatory Notes (cat. no. 6209.0).

COMPARABILITY WITH MONTHLY LFS STATISTICS

34 Due to differences in the scope, sample size and reference period of this supplementary survey and that of the monthly LFS, the estimation procedure may lead to some small variations between labour force estimates from this survey and those from the LFS.

35 For example, PJSM provides data on the main reason for leaving or losing a persons last job in the previous 12 months, such as retrenchment. PJSM provides a micro analysis understanding of retrenchment dynamics for the Labour Force. To observe the frequency of the number of persons retrenched users should refer to the Labour Force quarterly retrenchment data (see Labour Force, Australia, Detailed, Quarterly Feb 2016 cat. no. 6291.0.55.003).

COMPARABILITY WITH ILO GUIDELINES

36 The ABS definition of underemployment is consistent with the International Labour Organisation (ILO) guidelines of time-related underemployment adopted in 1998. According to these guidelines, time-related underemployment exists when the hours of work of an employed person are below a threshold, and are insufficient in relation to an alternative employment situation in which the person is willing and available to engage. More specifically, persons in time-related underemployment comprise all employed persons (as defined) who satisfy the following three criteria:

- willingness to work additional hours - want to work more hours than they currently work. The ILO recommends that those who have actively sought to work additional hours should be distinguished from those who have not;
- availability to work additional hours, within a specified period; and
- worked less than a threshold (determined according to national circumstances) relating to working time.

37 The ABS underemployment framework uses a threshold (35 hours in the reference week) based on the boundary between full-time and part-time work.

38 A more detailed discussion is included in Chapter 5 of the Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001).

ACKNOWLEDGEMENT

39 ABS surveys draw extensively on information provided freely by individuals, businesses, governments and other organisations. Their continued cooperation is very much appreciated: without it, the wide range of statistics published by the ABS would not be available. Information received by the ABS is treated in strict confidence as required by the Census and Statistics Act, 1905.

RELATED PUBLICATIONS

40 Other ABS publications which may be of interest include:

- Australian Labour Market Statistics (cat. no. 6105.0);
- Average Weekly Earnings, Australia (cat. no. 6302.0);
- Barriers and Incentives to Labour Force Participation, Australia (cat. no. 6239.0);
- Education and Work, Australia (cat. no. 6227.0);
- Employment Arrangements, Retirement and Superannuation, Australia, April to July 2007 (Re-issue) (cat. no. 6361.0);
- Employee Earnings and Hours, Australia (cat. no. 6306.0);
- Forms of Employment, Australia (cat. no. 6359.0);
- Industrial Disputes, Australia (cat. no. 6321.0);
- Information paper: Outcomes of the Labour Household Surveys Content Review, 2012 (cat. no. 6107.0);

- Labour Force, Australia (cat. no. 6202.0);
- Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001);
- Retirement and Retirement Intentions, Australia (cat. no. 6238.0); and
- Working Time Arrangements, Australia (cat. no. 6342.0).

41 Current publications and other products released by the ABS are available from the Statistics Page on the ABS website. The ABS also issues a daily Release Advice on the website which details products to be released in the week ahead.

Glossary

GLOSSARY

Active steps taken to find work

Active steps taken by unemployed persons in their search for work during the current period of unemployment include:

- wrote, phoned or applied in person to an employer for work;
- answered an advertisement for a job in a newspaper;
- answered an advertisement for a job on the Internet;
- answered an advertisement for a job on noticeboards;
- had an interview;
- contacted friends or relatives;
- advertised or tendered for work;
- registered with a Job Services Australia provider; or
- registered with any other employment agency.

Actively looking for work

Persons who were taking active steps to find work. Active steps comprise:

- writing, telephoning or applying to an employer for work;
- answering an advertisement for a job;
- checking or registering with any employment agency;
- advertising or tendering for work; and
- contacting friends or relatives.

Age of youngest child

Age of the youngest child, 12 years and under, in the household.

Available to start work

Refers to employed or unemployed persons who were available to start work or more hours either in the reference week, or in the four weeks subsequent to the interview.

Available to start work within four weeks

Persons who were available to start work within four weeks or, for persons with children aged 12 years and under, could start work within four weeks if suitable child care was

available.

Change in work

Employees were considered to have had some change in work if they had been with their current employer for one year or more at February 2013 and reported that, in the 12 months to February 2013, they had:

- been promoted;
- transferred to a different position;
- changed usual hours worked; or
- changed occupation.

Contributing family workers

Persons who work without pay in an economic enterprise operated by a relative.

Did not want to work

Persons who were not classified as employed or unemployed who answered 'no' when asked if they would like a job.

Discouraged job seekers

Persons with marginal attachment to the labour force who wanted to work and were available to start work within the next four weeks but whose main reason for not actively looking for work was that they believed they would not find a job for any of the following reasons:

- considered to be too young or too old by employers;
- believes ill health or disability discourages employers;
- lacked necessary schooling, training, skills or experience;
- difficulties because of language or ethnic background;
- no jobs in their locality or line of work;
- no jobs suitable hours; and
- no jobs at all.

Duration of current period of insufficient work

For full-time workers who worked fewer than 35 hours in the reference week due to economic reasons, refers to the number of weeks they have been working fewer than 35 hours a week.

For part-time workers who would prefer to work more hours, refers to the number of weeks they have wanted to work more hours.

As periods of insufficient work are recorded in full weeks and rounded down, this results in a slight understatement of duration.

Duration of current period of unemployment

The period of time from when an unemployed person began looking for work until the end of the reference week; or the period of time since an unemployed person last worked in any job for two weeks or more until the end of the reference week; whichever was the shorter period. Brief periods of work (of less than two weeks) since the person began looking for

work are disregarded.

Duration of looking for work before current job

The number of weeks or years that employed persons were looking for work before being offered their current job or starting their own business. For employed persons who had worked before, it includes any time they were looking for work before leaving their previous employer.

Economic reasons

Economic reasons for full-time workers having worked fewer than 35 hours in the reference week are:

- there was no work or not enough work available, e.g. due to material shortages; or
- they were stood down.

Employed

Persons aged 15 years and over who, during the reference week:

- worked for one hour or more for pay, profit, commission or payment in kind, in a job or business or on a farm (comprising employees, employers and own account workers); or
- worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or
- were employees who had a job but were not at work and were:
 - away from work for less than four weeks up to the end of the reference week; or
 - away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four-week period to the end of the reference week; or
 - away from work as a standard work or shift arrangement; or
 - on strike or locked out; or
 - on workers' compensation and expected to return to their job; or
- were employers or own account workers who had a job, business or farm, but were not at work.

Employees

An employed person who does not operate their own incorporated or unincorporated enterprise. An employee works for a public or private employer and receives remuneration in wages, salary, on a commission basis (with or without a retainer), tips, piece-rates, or payment in kind.

Family

Two or more persons, one of whom is at least 15 years of age, who are related by blood, marriage (registered or de facto), adoption, step or fostering; and who are usually resident in the same household. The basis of a family is formed by identifying the presence of a couple relationship, lone parent-child relationship or other blood relationship. Some households will, therefore, contain more than one family.

Family reasons for not actively looking for work

Includes ill health of someone other than themselves, caring for children and other family considerations.

First job ever held lasting two weeks or more

Refers to employees (excluding Owner Managers of Incorporated Enterprises (OMIES)) who had never worked for two weeks or more before starting their current job.

Full-time preference

Persons who preferred to work 35 hours or more a week. For this survey, full-time preference is derived by applying data collected on respondents' preferred number of hours to those who intended to or might enter the labour force in the next 12 months.

Full-time or part-time status of last job

The perception of persons of whether they worked full-time or part-time in their last job.

Full-time workers

Employed persons who usually worked 35 hours or more a week (in all jobs) and others who, although usually working fewer than 35 hours a week, worked 35 hours or more during the reference week.

Future starters

Persons waiting to start, within four weeks of the end of the reference week, a new job that they have already obtained (and could have started in the reference week if the job had been available then). Under International Labour Organisation (ILO) guidelines, these persons do not have to be actively looking for work to be classified as unemployed.

Had a job to go to

Persons who were waiting to start a job, but would not be starting within four weeks. Also includes persons who had a job but, up to the end of the reference week, had been away from work without pay for four weeks or longer and had not been actively looking for work.

Had worked before

Refers to employees (excluding OMIEs) who had worked before and were either out of work or changed their employer before starting their current job.

Incorporated enterprise

An enterprise which is registered as a separate legal entity to its members or owners (also known as a limited liability company).

Industry

An industry is a group of businesses or organisations that undertake similar economic activities to produce either goods and/or services. In this publication, industry refers to ANZSIC Division as classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (Revision 2.0) (cat. no. 1292.0).

Intention to enter the labour force in the next 12 months

The intention of persons to work or look for work in the 12 months following the interview.

Interstate

Refers to whether persons were prepared to move to another state or territory if offered a suitable job.

Intrastate

Refers to whether persons were prepared to move to another part of their state or territory if offered a suitable job.

Job

Any paid employment, full-time or part-time, lasting two weeks or more.

Job starters

Employed persons who started their current job in the previous 12 months.

Labour force

The civilian population is split into two mutually exclusive groups: the labour force (employed and unemployed persons) and persons not in the labour force. The definitions conform closely to the international standard definitions adopted by the International Conferences of Labour Statisticians.

Left a job

Persons who are classified as voluntarily ceasing their last job.

Long-term unemployed

Persons whose duration of current period of unemployment is 12 months or more.

Looking for work with more hours

Looked for work with more hours at some time during the four weeks up to the end of the reference week.

Lost a job

Persons who have worked for two weeks or more in the past two years and who left that job involuntarily.

Main activity when not in the labour force

The main activity of persons who are not in the labour force since they last worked or looked for work (or in the last 12 months if they haven't worked in the last year).

Main difficulty in finding work

The self reported main difficulty in finding work experienced during the current period of unemployment.

Main job

The job in which most hours are usually worked.

Marginal attachment to the labour force

Persons who were not in the labour force in the reference week, wanted to work and:

- were actively looking for work but did not meet the availability criterion to be classified as unemployed; or
- were not actively looking for work but were available to start work within four weeks.

The criteria for determining those in the labour force are based on activity (i.e. working or looking for work) and availability to start work during the reference week. The criteria associated with marginal attachment to the labour force, in particular the concepts of wanting to work and reasons for not actively looking for work, are more subjective. Hence, the measurement against these criteria is affected by the respondent's own interpretation of the concepts used. An individual respondent's interpretation may be affected by their work aspirations, as well as family, economic and other commitments.

For more information see article Understanding the Australian Labour Force Using ABS Statistics in Labour Force, Australia (6202.0).

Non-economic reasons

Non-economic reasons for full-time workers having worked fewer than 35 hours in the reference week include:

- holiday, flextime or study leave;
- own illness or injury or sick leave;
- standard work arrangements, shift work or rostered day(s) off;
- on strike, locked out or took part in an industrial dispute;
- bad weather or plant breakdown;
- began, left or lost job during the reference week; and
- personal reasons.

Not available to start work

Refers to persons who were not available to start work with more hours either in the reference week, or in the four weeks following the interview.

Not fully employed

Persons who are not fully employed comprise part-time workers who would prefer to work more hours, and full-time workers who worked part-time hours in the reference week for economic reasons.

Number of offers of employment

The number of separate offers of employment received during the current period of unemployment.

Occupation

An occupation is a collection of jobs that are sufficiently similar in their title and tasks, skill level and skill specialisation which are grouped together for the purposes of classification. In this publication occupation refers to Major Group as defined by ANZSCO – Australian Standard Classification of Occupations, First Edition, Revision 1, 2009 (cat. no. 1220.0).

Owner managers of incorporated enterprises (OMIEs)

Persons who work in their own incorporated enterprise, that is, a business entity which is registered as a separate legal entity to its members or owners (also known as a limited liability company). These persons are classified as employees under 'status of employment'.

Owner managers of unincorporated enterprises (OMUEs)

Persons who operate their own unincorporated enterprise, that is, a business entity in which the owner and the business are legally inseparable, so that the owner is liable for any business debts that are incurred. Includes those engaged independently in a trade or profession. These persons are classified as employers under 'status of employment' if their business has employees, or own account worker if they do not.

Part-time preference

Persons who preferred to work one to 34 hours a week. For this survey, part-time preference is derived by applying data collected on respondents' preferred number of hours to those who intended to or might enter the labour force in the next 12 months.

Part-time workers

Employed persons who usually worked fewer than 35 hours a week (in all jobs) and either did so during the reference week, or were not at work during the reference week.

Personal reasons for not actively looking for work¹

Includes 'own short-term illness or injury' or 'long-term health condition or disability', 'pregnancy', 'attending an educational institution', 'had no need to work', 'welfare payments or pension may be affected', and 'moved house or on holidays'.

Persons not in the labour force

Persons not in the labour force can be divided into those who are marginally attached to the labour force, and those who are not. Persons who are marginally attached to the labour force satisfy some, but not all, of the criteria required to be classified as unemployed.

Persons not in the labour force are considered to be marginally attached to the labour force if they:

- wanted to work and were actively looking for work (but, unlike unemployed persons, were not available to start work in the reference week); or
- wanted to work and were not actively looking for work but were available to start work within four weeks.

Persons not in the labour force are not marginally attached to the labour force if they:

- did not want to work; or
- wanted to work but were not actively looking for work and were not available to start work within four weeks.

Preferred number of hours

The number of hours unemployed persons would like to work each week.

Preferred number of extra hours

The number of extra hours a week an underemployed worker would have preferred to work.

Preferred total number of hours

The total number of hours per week an underemployed worker would prefer to work.

Reasons for turning down job offers¹

Classifies reasons for turning down job offers in current period of unemployment according to the following categories:

- Unsuitable Job Conditions
 - Unsatisfactory pay/conditions
 - Not in locality or line of work
 - Hours unsuitable
 - Unwilling to move state/city
 - Too far to travel
- Personal reasons
 - Own short-term illness or injury
 - Own long-term health condition or disability
 - Pregnancy
 - Welfare/pension payments may be affected
 - Returned to study
- Family reasons
 - Childcare
 - Ill health of other than self
- Other
 - Waiting to start another job/starting new business
 - Other reasons
 - Did not know

Status of Employment

Classifies employed persons according to the following categories on the basis of their current job:

- Employees
 - with paid leave entitlements
 - without paid leave entitlements
- Owner managers of incorporated enterprises
 - with employees
 - without employees
- Owner managers of unincorporated enterprises
 - with employees
 - without employees
- Contributing family workers

Stood down

Persons who are in a situation where an employer is unable to provide useful work for its employees, for a particular period of time, for circumstances beyond its control.

Suitable job

A suitable job is:

- any job for which the person is qualified (if applicable), is capable of performing and which provides adequate job conditions (including pay, hours, travel to work, etc.).
- it is a job that would be accepted by the person irrespective of whether a move was required.

Time since last job

The elapsed time since ceasing the last job.

Underemployed workers

Underemployed workers are employed persons who would prefer, and are available for, more hours of work than they currently have. They comprise:

- part-time workers who would prefer to work more hours and were available to start work with more hours, either in the reference week or in the four weeks subsequent to the survey; and
- full-time workers who worked part-time hours in the reference week for economic reasons (such as being stood down or insufficient work being available). It is assumed that these persons would prefer to work full time in the reference week and would have been available to do so.

Unemployed

Persons aged 15 years and over who were not employed during the reference week, and:

- had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and were available for work in the reference week; or
- were waiting to start a new job within four weeks from the end of the reference week, and could have started in the reference week if the job had been available then.

Un-incorporated enterprise

An enterprise in which the owner and the business are legally inseparable, so that the owner is liable for any business debts that are incurred. This includes those engaged independently in a trade or profession.

Usual number of hours

The number of hours usually worked in a week.

Wanted to work

Persons not in the labour force who were not actively looking for work who answered 'yes' or 'maybe' when asked if they would like a job, as well as those persons not in the labour force who were actively looking. It is assumed those persons actively looking want a job.

With paid leave entitlements

The entitlement of employees to either paid holiday leave or paid sick leave (or both) in their current job. Persons employed in their own business or who were contributing family workers were not asked questions about paid leave entitlements.

Without paid leave entitlements

Employees who were not entitled to, or did not know whether they were entitled to, paid holiday leave and paid sick leave in their current job.

End Note: 1. Reasons provided by respondents in this item are not mutually exclusive categories.

Populations and Data items list (Appendix)

APPENDIX POPULATIONS

DATA AVAILABLE ON REQUEST

The ABS has a range of data available on request from the Participation, Job Search and Mobility Survey. This section lists the populations which are used in this release. Full details of the data items are available on the ABS website in an Excel spreadsheet, under the Downloads tab: Data Cube: Populations and Data items list.

The population(s) for a particular data item refers to the persons in the survey to whom the data item relates.

For more information about ABS data available on request, contact National Information and Referral Service in Canberra on 1300 135 070 or via email to <client.services@abs.gov.au>.

The ABS Privacy Policy outlines how the ABS will handle any personal information that you provide to us.

Population 1

Civilian population aged 15 years and over

Population 2

Employed persons

Population 3

Employed persons who would prefer more hours

Population 4

Part-time workers who would prefer more hours

Population 5

Underemployed workers

Population 6

Underemployed part-time workers

Population 7

Employed persons who started their current job in the previous 12 months

Population 8

Employed persons who worked in their current job for 12 months or more

Population 9

Employees who started their current job in the previous 12 months

Population 10

Persons employed for more than a year in their current job who looked for work in the previous 12 months

Population 11

Persons who worked at some time during the year ending February 2015

Population 12

Persons who were working at February 2014

Population 13

Persons employed at February 2014 and February 2015

Population 14

Persons who ceased a job during the year ending February 2015

Population 15

Persons who ceased a job in the year ending February 2015 who were employed at February 2015

Population 16

Unemployed persons

Population 17

Persons not in the labour force

Population 18

Persons not in the labour force who wanted to work

Population 19

Persons not in the labour force who looked for work

Population 20

Persons not in the labour force with marginal attachment to the labour force

Population 21

Persons not in the labour force who wanted to work but were not actively looking for work and were available to start work within four weeks

Population 22

Persons not in the labour force who were discouraged job seekers

Population 23

Persons not in the labour force because they were caring for children, who wanted to work but not actively looking for work

Population 24

Persons not in the labour force whose last job was less than 10 years ago

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Data items	Population
1 State or territory of usual residence	All
2 Region of usual residence (SA4)	All
3 Sex	All
4 Social marital status	All
5 Relationship in household	All
6 Country of birth	All
7 Country of birth and elapsed years since arrival in Australia	All
8 Age group (years)	All
9 Age of youngest child	All
10 Number of dependent children aged 15–24 years	All
11 Number of dependent children aged 0–15 years	All
12 Number of dependent children aged 0–24 years	All
13 Labour force status	All
14 Status of employment in main job	2–10
15 Number of jobs or businesses held last week	2–10
16 Main reason for absence from work	2–10
17 Hours actually worked in main job	2–10
18 Hours actually worked in all jobs	2–10
19 Hours usually worked in main job	2–10
20 Hours usually worked in all jobs	2–10
21 Full-time or part-time status in all jobs	2–10
22 Full-time or part-time status in main job	2–10
23 Full-time or part-time status summary	2–10
24 Whether worked less hours than usually worked	2–10
25 Reason worked less hours than usually worked	2–10
26 Preferred total number of weekly hours	2–10
27 Preferred number of extra weekly hours	2–10
28 Whether preferred to work more hours than usually worked	2–10
29 Whether available to start work within the reference week with more hours	2–10
30 Whether prefer and available within the next 4 weeks for more full-time or part-time hours	2–10
31 Continuous duration with current employer/business	2–10
32 Reason expected future duration with current employer/business less than 12 months	2–10
33 Sector of main job	2–10
34 Occupation of main job	2–10
35 Industry of main job	2–10
36 Whether entitled to paid holiday leave	2–10
37 Whether entitled to paid sick leave	2–10
38 Whether had paid leave entitlements	2–10

39	Whether retrenched from any job in the previous 3 months	All
40	Whether looked for work or more hours in the last 12 months	All
41	Whether looked for work or more hours in the last 3 months	All
42	Whether looked for work or more hours in the last 4 weeks	All
43	Number of weeks since last looked for work or more hours	10,16,19
44	All steps taken to look for work or more hours in the last 12 months	10,16,19
45	Active steps taken to look for work or more hours in the last 12 months	10,16,19
46	All difficulties in finding work	All
47	Main difficulty in finding work	All
48	Whether had ever worked	16
49	Whether looked for full-time or part-time work	16
50	Duration of job search	16
51	Whether checked or registered with a Job Services Australia provider	10,16,19
52	Whether registered with Centrelink as a jobseeker	10,16,19
53	Number of employment offers in current period of unemployment	16,19
54	Whether turned down job offer/s in current period of unemployment	16,19
55	All reasons for turning down job offer/s	16,19
56	Main reason for turning down job offer/s	16,19
57	Whether had a job to go to	16,19
58	All reasons for looking for other work while still employed	10
59	Underemployment status	5,6
60	Whether available and/or looking for work	4–6
61	Whether would move interstate if offered a suitable job	5,6,16,19
62	Whether would move intrastate if offered a suitable job	5,6,16,19
63	Duration of current period of insufficient work	5,6
64	Whether would prefer to change employer to work more hours	5,6
65	Whether would prefer to change occupation to work more hours	5,6
66	Number of employers or businesses in the last 12 months	All
67	Whether had some change in work in last 12 months	8
68	Whether changed employer/business in the last 12 months	7
69	Persons not in the labour force summary	17–24
70	Main activity when not in the labour force	17–24
71	Time since last job	17–24
72	Whether had a job in the last 20 years	17–23
73	All reasons for not actively looking for work	17–24
74	Main reason not actively looking for work	17–24
75	Whether available to start work within four weeks	17–24
76	Whether available to start work in the reference week	17–24
77	All reasons not available to start work within four weeks	17–20,23–24
78	Main reason not available to start work within four weeks	17–20,23–24
79	Main reason not working due to caring for children	23
80	Whether preferred full-time or part-time work	17–24
81	Intention to enter the labour force in the next 12 months	17–24
82	Intention to enter the labour force	17–24
83	Preferred number of hours	17–24
84	Whether wanted to work	17–24
85	Continuous duration of last job	14–16,24
86	Full-time or part-time status in last job	14–16,24
87	Occupation of last job	14–16,24
88	Industry of last job	14–16,24
89	Status of employment of last job	14–16,24
90	Hours usually worked each week in last job	14–16,24
91	Reason for ceasing last job	14–16,24
92	When began last job	14–16,24
93	Whether entitled to paid holiday leave in last job	14–16,24
94	Whether entitled to paid sick leave in last job	14–16,24
95	Whether had paid leave entitlements in last job	14–16,24
96	Whether changed usual hours worked with current employer/business in the last 12 months	8,10
97	Previous usual weekly hours worked with current employer/business	8,10
98	Whether promoted with current employer in the last 12 months	8,10
99	Whether transferred with current employer in the last 12 months	8,10
100	Whether promoted and/or transferred with current employer in the last 12 months	8,10
101	Previous occupation with current employer/business	8,10
102	Whether changed Major occupation group (with current employer for one year or more)	8,10
103	Whether changed Minor occupation group (with current employer for one year or more)	8,10
104	Whether changed industry Division (last to current employer/business)	15

105	Whether changed industry Subdivision (last to current employer/business)	15
106	Whether changed status of employment (last to current employer/business)	15
107	Whether changed usual hours worked (last to current employer/business)	15
108	Whether changed Major occupation group (last to current employer/business)	15
109	Whether changed Minor occupation group (last to current employer/business)	15
110	Whether working at February 2014	12,13
111	Status of employment at February 2014	12,13
112	Occupation at February 2014	12,13
113	Industry at February 2014	12,13
114	Usual weekly hours worked at February 2014	12,13
115	Whether entitled to paid holiday leave at February 2014	12,13
116	Whether entitled to paid sick leave at February 2014	12,13
117	Whether had paid leave entitlements at February 2014	12,13
118	Whether changed industry Division (February 2014 to February 2015)	8,10,13
119	Whether changed industry Subdivision (February 2014 to February 2015)	8,10,13
120	Whether changed Major occupation group (February 2014 to February 2015)	8,10,13
121	Whether changed Minor occupation group (February 2014 to February 2015)	8,10,13
122	Whether changed status of employment (February 2014 to February 2015)	8,10,13
123	Whether changed usual hours worked (February 2014 to February 2015)	8,10,13

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Population concordance (Appendix)

APPENDIX POPULATION CONCORDANCE WITH PREVIOUS SURVEYS

This release combines the key elements from the Persons Not In The Labour Force (PNILF), Job Search Experience (JSE), Underemployed Workers (UEW) and Labour Mobility (LMOB) to provide a comprehensive and coherent dataset on characteristics of people's employment.

Caution should be exercised when comparing the estimates from this release with previous surveys as some population groups are conceptually different.

The following table provides a concordance of populations groups used in this release with population groups from previous surveys:

Population Concordance						
Populations	PJSM 2015	LMOB 2013	UEW 2013	JSE 2014	PNILF 2013	
Civilian population aged 15 years and over	Population 1	...	...	...	...
Employed persons	Population 2	...	Population 1	...	...
Employed persons who would prefer more hours	Population 3	...	...	...	...
Part-time workers who would prefer more hours	Population 4	...	Population 4	...	...
Underemployed workers	Population 5	...	Population 7	...	...
Underemployed part-time workers	Population 6	...	Population 6	...	...
Employed persons who started their current job in the previous 12 months	Population 7	...	...	Population 2	...	
Employed persons who worked in their current job for 12 months or more	Population 8	Population 8	...	...	...
Employees who started their current job in the previous 12 months	Population 9	...	...	Population 3	...	
Persons employed for more than a year in their current job who looked for work in the previous 12 months	Population 10	...	...	Population 5	...	
Persons who worked at some time during the year ending February 2015	Population 11	Population 1	...	...	...

Persons who were working at February 2014	Population 12	Population 6	...	...	...
Persons employed at February 2014 and February 2015	Population 13	Population 7	...	...	...
Persons who ceased a job during the year ending February 2015	Population 14	Population 4	...	...	...
Persons who ceased a job in the year ending February 2015 who were employed at February 2015	Population 15	Population 5	...	...	...
Unemployed persons	Population 16	...	...	Population 1	...
Persons not in the labour force	Population 17	...	...	...	Population 1
Persons not in the labour force who wanted to work	Population 18	...	...	...	Population 2
Persons not in the labour force who looked for work	Population 19	...	...	...	...
Persons not in the labour force with marginal attachment to the labour force	Population 20	...	...	...	Population 3
Persons not in the labour force who wanted to work but were not actively looking for work and were available to start work within four weeks	Population 21	...	...	...	Population 4
Persons not in the labour force who were discouraged job seekers	Population 22	...	...	...	Population 5
Persons not in the labour force because they were caring for children who wanted to work but not actively looking for work	Population 23	...	...	...	Population 7
Persons not in the labour force whose last job was less than 10 years ago	Population 24	...	...	...	...
Persons who were working at February 2015	...	Population 2	...	...	...
Employees excluding owner managers of incorporated enterprises who had worked with their current employer for one year or more	...	Population 3	...	...	...
Employees excluding owner managers of incorporated enterprises at February 2015 with paid leave entitlements	...	Population 9	...	...	...
Employees excluding owner managers of incorporated enterprises at February 2015 without paid leave entitlements	...	Population 10	...	...	...
Full-time workers	...	...	Population 2	...	...
Part-time workers	...	...	Population 3	...	...
Part-time workers who would prefer more hours who had been looking for work with more hours or were available to start work with more hours in the reference week or within four weeks	...	...	Population 5	...	...
Owner managers who started their current business in the previous 12 months	...	...	...	Population 4	...
Persons not in the labour force who wanted to work but were not actively looking for work and were not available to start work within four weeks	...	...	...	...	Population 6
Persons not in the labour force who previously had a job	...	...	...	...	Population 8
Persons not in the labour force without marginal attachment to the labour force	...	...	...	...	Population 9
Persons not in the labour force whose last job was less than 20 years ago	...	...	...	...	Population 10

Data Quality (Technical Note) (Technical Note)

TECHNICAL NOTE DATA QUALITY

INTRODUCTION

1 Since the estimates in this publication are based on information obtained from occupants of a sample of households, they are subject to sampling variability. That is, they may differ from those estimates that would have been produced if all households had been included in the survey or a different sample was selected. One measure of the likely difference is given by the standard error (SE), which indicates the extent to which an estimate might have varied by chance because only a sample of households was included. There are about two chances in three (67%) that a sample estimate will differ by less than one SE from the number that would have been obtained if all households had been included, and about 19 chances in 20 (95%) that the difference will be less than two SEs.

2 Another measure of the likely difference is the relative standard error (RSE), which is obtained by expressing the SE as a percentage of the estimate.

$$\text{RSE\%} = (\text{SE}/\text{estimate}) \times 100$$

3 RSEs for Participation, Job Search and Mobility estimates have been calculated using the Jackknife method of variance estimation. This process involves the calculation of 30 'replicate' estimates based on 30 different sub-samples of the original sample. The variability of estimates obtained from these sub-samples is used to estimate the sample variability surrounding the main estimate.

4 The Excel spreadsheets in the Downloads tab contain all the tables produced for this release and the calculated RSEs for each of the estimates. The RSEs for estimates have been calculated using the Jackknife method.

5 In the tables in this publication, only estimates (numbers, percentages and means) with RSEs less than 25% are considered sufficiently reliable for most purposes. However, estimates with larger RSEs have been included. Estimates with an RSE in the range 25% to 50% should be used with caution while estimates with RSEs greater than 50% are considered too unreliable for general use. All cells in the Excel spreadsheets with RSEs greater than 25% contain a comment indicating the size of the RSE. These cells can be identified by a red indicator in the corner of the cell. The comment appears when the mouse pointer hovers over the cell.

CALCULATION OF STANDARD ERROR

6 RSEs are routinely presented as the measure of sampling error in this publication and related products. SEs can be calculated using the estimates (counts or means) and the corresponding RSEs.

7 An example of the calculation of the SE from an RSE follows. **Datacube 31** shows that the estimated number of person who have worked for less than 12 months was 2,145,500 in February 2015, and the RSE for this estimate was 1.7%. The SE is:

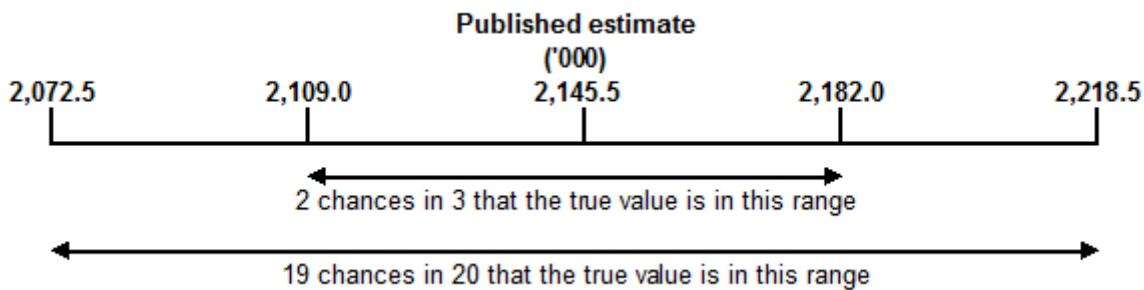
SE of estimate

$$= (\text{RSE} / 100) \times \text{estimate}$$

$$= 0.017 \times 2,145,500$$

$$= 36,500 \text{ (rounded to the nearest 100)}$$

8 Therefore, there are about two chances in three that the value that would have been produced if all households had been included in the survey would fall within the range 2,109,000 to 2,182,000 and about 19 chances in 20 that the value would fall within the range 2,072,500 to 2,218,500. This example is illustrated in the following diagram.



PROPORTIONS AND PERCENTAGES

9 Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. A formula to approximate the RSEs of proportions not provided in the spreadsheets is given below. This formula is only valid when x is a subset of y.

$$RSE\left(\frac{x}{y}\right) = \sqrt{[RSE(x)]^2 - [RSE(y)]^2}$$

10 Considering the **Data Cube 31**, of the 2,145,500 persons who worked less than 12 months with current employer/business, 604,000 or (28.2%) worked 3 months or less. The RSE of 604,000 is 3.1% and the RSE for 2,145,500 is 1.7%. Applying the above formula, the RSE for the proportion of persons who worked 3 months or less:

$$RSE = \sqrt{(3.1)^2 - (1.7)^2} = 2.6$$

11 Therefore, the SE for the proportion of persons who worked 3 months or less was 0.7 percentage points ($= (28.2/100) \times 2.6$). Therefore, there are about two chances in three that the proportion of persons who worked less than 12 months and how also worked 3 months or less is between 27.5% and 28.9%, and 19 chances in 20 that the proportion was within the range 26.8% to 29.6%.

SUMS OR DIFFERENCES BETWEEN ESTIMATES

12 Published estimates may also be used to calculate the sum of two or more estimates, or the difference between two survey estimates (of numbers, means or percentages) where these are not provided in the spreadsheets. Such estimates are also subject to sampling error.

13 The sampling error of the difference between two estimates depends on their SEs and the relationship (correlation) between them. An approximate SE of the difference between two estimates ($x-y$) may be calculated by the following formula:

$$SE(x-y) = \sqrt{[SE(x)]^2 + [SE(y)]^2}$$

14 The sampling error of the sum of two estimates is calculated in a similar way. An approximate SE of the sum of two estimates ($x+y$) may be calculated by the following formula:

$$SE(x+y) = \sqrt{[SE(x)]^2 + [SE(y)]^2}$$

15 Considering the example in paragraph 7, the estimated number of person who have

worked for less than 12 months was 2,145,500, and the SE for this estimate was 36,500. From the **Data Cube 31**, the estimate of persons who have worked for 1—2 years was 2,350,400 and the SE was 28,200. The estimate of persons who worked for less than 3 years is:

$$2,145,500 + 2,350,400 = 4,495,900$$

16 The SE of the estimate of persons who have worked for less than 3 years is:

$$SE = \sqrt{(36,500)^2 + (28,200)^2} = 46,100$$

17 Therefore, there are about two chances in three that the value that would have been produced if all households had been included in the survey would fall within the range 4,431,200 to 4,560,600 and about 19 chances in 20 that the value would fall within the range 4,366,500 to 4,625,300.

18 While these formulae will only be exact for sums of, or differences between, separate and uncorrelated characteristics or subpopulations, it is expected to provide a good approximation for all sums or differences likely to be of interest in this publication.

STANDARD ERRORS OF MEANS AND SUMS

19 The estimates of means and sums of continuous variables are subject to sampling variability and random adjustment. As for population estimates, the variability due to sampling and random adjustment is combined into the calculated Standard Error, and the Relative Standard Error is reported. The component of variability arising from sampling is calculated using the Jackknife method.

SELECTED ESTIMATES AND RSES

The following table shows how the RSEs are displayed for selected estimates in the datacubes.

T1 – Employed Persons who started their current job in the previous 12 months, Age group years and state or territory of usual residence – By sex

		Sex of person		
		Males	Females	Persons
Weighted Count				
Age group (years)				
15–19	'000	158.3	160.9	319.2
20–24	'000	206.9	188.2	394.1
25–34	'000	344.4	286.0	629.4
35–44	'000	199.1	175.4	375.8
45–54	'000	144.4	130.8	273.9
54–59	'000	54.2	33.8	89.6
60–64	'000	27.0	18.6	45.2
65–69	'000	8.6	*5.6	14.7
70 and over	'000	*4.1	**2.1	8.2
State or territory of usual residence				
New South Wales	'000	345.8	292.3	639.3
Victoria	'000	292.0	249.7	539.5
Queensland	'000	236.1	228.2	465.9
South Australia	'000	71.2	58.7	129.6
Western Australia	'000	152.1	121.3	270.7

Tasmania	'000	17.9	16.8	35.2
Northern Territory	'000	16.7	14.0	30.8
Australian Capital Territory	'000	19.4	18.6	37.8
Total	'000	1144.0	1002.0	2145.5
Relative Standard Error of weighted count				
Age group (years)				
15–19	RSE %	6.3	5.4	4.5
20–24	RSE %	4.2	5.8	4.0
25–34	RSE %	3.7	3.8	2.9
35–44	RSE %	5.3	5.0	4.0
45–54	RSE %	7.3	5.8	4.8
55–59	RSE %	11.5	12.2	8.2
60–64	RSE %	12.5	14.9	9.6
65–69	RSE %	21.9	35.6	18.3
70 and over	RSE %	36.8	57.4	23.8
State or territory of usual residence				
New South Wales	RSE %	3.2	4.0	2.9
Victoria	RSE %	4.2	3.6	3.0
Queensland	RSE %	5.1	4.9	3.9
South Australia	RSE %	5.2	6.8	4.0
Western Australia	RSE %	5.7	5.5	3.8
Tasmania	RSE %	8.9	10.6	7.0
Northern Territory	RSE %	9.5	7.8	6.8
Australian Capital Territory	RSE %	11.3	8.9	7.5
Total	RSE %	2.2	2.0	1.7

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

SIGNIFICANCE TESTING

21 A statistical test for any comparisons between estimates can be performed to determine whether it is likely that there is a significant difference between two corresponding population characteristics. The standard error of the difference between two corresponding estimates (x and y) can be calculated using the formula in paragraph 9. This standard error is then used to calculate the following test statistic:

$$\frac{x - y}{SE(x - y)}$$

22 If the value of this test statistic is greater than 1.96 then there is evidence, with a 95% level of confidence, of a statistically significant difference in the two populations with respect to that characteristic. Otherwise, it cannot be stated with confidence that there is a difference between the populations with respect to that characteristic.

23 The imprecision due to sampling variability, which is measured by the SE, should not be confused with inaccuracies that may occur because of imperfections in reporting by respondents and recording by interviewers, and errors made in coding and processing data. Inaccuracies of this kind are referred to as non-sampling error, and they occur in any enumeration, whether it be a full count or sample. Every effort is made to reduce non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers, and efficient operating procedures.

Quality Declaration - Summary

QUALITY DECLARATION - SUMMARY

INSTITUTIONAL ENVIRONMENT

For information on the institutional environment of the Australian Bureau of Statistics (ABS), including the legislative obligations of the ABS, financing and governance arrangements, and mechanisms for scrutiny of ABS operations, please see ABS Institutional Environment.

RELEVANCE

The Participation, Job Search and Mobility (PJSM) Survey presents information about participation, underemployment, marginal attachment, job mobility and job search. The collection of a range of socio-demographic and labour force characteristics makes the datasets produced from the survey extremely valuable for comparing and analysing a person's experience relating to job search, job change and increasing participation, all of which can be cross classified by other employment characteristics such as hours worked, industry, occupation and sector of job as well as personal characteristics.

TIMELINESS

The Participation, Job Search and Mobility survey was conducted in February 2015 as a supplement to the ABS monthly Labour Force Survey (LFS). Results from this survey are released in the publication *Participation, Job Search and Mobility, Australia* (cat. no. 6226.0).

ACCURACY

Estimates from the PJSM are subject to sampling and non-sampling errors. Relative standard error (RSE) is a measure of the size of the sampling error affecting an estimate, i.e. the error introduced by basing estimates on a sample of the population rather than the full population. Non-sampling errors are inaccuracies that occur due to imperfections in reporting by respondents and interviewers, and errors made in coding and processing data.

This publication was designed primarily to provide estimates at the Australia level. Broad estimates are available for state/territory and/or capital city/balance of state, though users should exercise caution when using estimates at this level because of the presence of high sampling errors. Relative Standard Errors for all estimates are available in the relevant Data Cube. More information on Standard Errors is available in the Technical Note of this release.

To minimise the risk of identifying individuals in aggregate statistics, a technique is used to randomly adjust cell values. This technique is called perturbation. Perturbation involves small random adjustment of the statistics and is considered the most satisfactory technique for avoiding the release of identifiable statistics while maximising the range of information that can be released. These adjustments have a negligible impact on the underlying pattern of the statistics. After perturbation, a given published cell value will be consistent across all tables. However, adding up cell values to derive a total will not necessarily give the same

result as published totals.

For further information regarding the accuracy of the PJSM survey estimates see the Technical Note.

COHERENCE

This release combines the key elements from the previous Persons Not In the Labour Force (PNILF), Underemployed Workers (UEW) and Job Search Experience (JSE) supplementary surveys that were conducted throughout Australia in February 2015 as well as the previous Labour Mobility (LMOB) supplementary survey, which was conducted through Australia in February 2013, as a supplement to the ABS monthly Labour Force Survey (LFS).

Caution should be exercised when comparing the estimates from this release with previous surveys as some data items have changed and population groups are conceptually different.

For further information regarding the coherence of the PJSM survey see the Explanatory Notes.

INTERPRETABILITY

Contained within PJSM are Data Cubes with footnoted data to aid interpretation of the results of the survey, detailed Explanatory Notes, a Technical Note and a Glossary are also included providing information on the terminology, classifications and other technical aspects associated with these statistics.

Further commentary is often available through articles and data published in other ABS products, including:

- Australian Labour Market Statistics (cat. no. 6105.0).
- Concepts, Sources and Methods (cat. no. 6102.0.55.001).

DATA ACCESS

Participation, Job Search and Mobility, Australia (cat. no. 6226.0) is released electronically via the ABS website as Data Cubes in spreadsheet format. Additional data may be available on request (subject to data quality). Note that detailed data can be subject to high relative standard errors. Full details of data items for this survey are available from the Downloads tabs in Data Cube: **PJSM 2015 Populations and Data items list**.

For more information about ABS data available on request, contact National Information and Referral Service in Canberra on 1300 135 070 or via email to <client.services@abs.gov.au>.